



# Quarterly Connection

**JANUARY 2004**

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*North Dakota Department of Corrections and Rehabilitation  
3100 Railroad Avenue ♦ PO Box 1898 ♦ Bismarck, ND 58502-1898*

## Director's Comments

Much is happening in the DOCR. We have been very busy dealing with a higher than estimated inmate population, working with the Dakota Women's Rehabilitation and Corrections Center (DWRCC) to finalize renovation of their high custody building (the DOCR continues to house medium and higher custody women as well as orientation women at the JRCC), responding to sex offender issues and generally trying to match our resources with workload. DWRCC hopes to have the high custody building completed by April 1, 2004 at which time the DOCR will transfer all of the remaining women held at the JRCC to the DWRCC. Also, even though we are only six months into the 2003-05 biennium, we are evaluating the adequacy of this biennium's appropriation and are planning for and identifying the needs for the next biennium for all divisions of the DOCR.

On December 31<sup>st</sup>, 2003 the male inmate population was 113 greater than estimated and it continues to rise. For several months we dealt with this higher than estimated number by

trying to stretch our bed space by double bunking where we ordinarily don't and by housing 40-50 males in county beds. We exceeded our bed space capacity in order to save dollars to recoup the \$1.4 million in funding cut from the prisons division budget by the 2003 legislature. However, this double bunking must be a short term fix for saving dollars since we must assure that the facilities are adequately staffed and that we have a safe environment for both staff and inmates.

The very tragic Dru Sjodin incident has heightened the scrutiny of the DOCR practices relating to sex offenders. We believe that we have done a very good job supervising sex offenders; however, it is always a good idea to evaluate your system. Changes that we are implementing include how we handle sex offenders coming in from another state on the interstate compact for offenders on parole or probation. If an offender on probation or parole asks to transfer to North Dakota, we will assess that offender and notify them that if their risk score is high, we will



*Elaine Little*

recommend them for civil commitment in North Dakota.

Inmate population data for 2003 shows that the admissions grew by 21%; drug offender admissions grew by 23 %. The methamphetamine and other drugs "problem" continues to drive the increase in the inmate population. We will continue to monitor the data and provide input to the appropriate groups regarding this and other issues of concern.

We appreciate the contacts that we receive from judges, states attorneys and sheriffs on issues that affect the DOCR. Happy New Year to all.

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Business Manager.....	667-1407
Resident Care & Tx Director.....	667-1408
Medical Service.....	667-1469
Physical Plant Director.....	667-1406
Receiving & Development Coord.....	667-1449
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## Female Inmate Transition Program

By Barbara Breiland, Program Manager  
DOCR Field Services Division

The DOCR has been able to establish North Dakota's first female inmate transition program in Bismarck and Fargo. The DOCR is appreciative of the funding that has been made available for this project through an Edward Byrne grant. Centre, Inc. has been contracted to provide housing, case management, and services for 15 female inmates. The first female inmates were transitioned on December 22. Today we have 8 females in the program with a goal of having all 15 females in programming by March 1<sup>st</sup>.

Recent research indicates females in our criminal justice system were negatively

influenced by their parents use of drugs and alcohol, 32% have been sexually abused, 70% have been involved in violent relationships, 44% suffered head injuries, 71% have children. Females have a high incidence of alcohol and drug addictions, have few (if any) job skills, and mental, health, and emotional needs. Female inmate crime can be referred to as "generational crime" since many of their family members have been involved in illegal activities and, for those women who have older children, they, too, have come to know the legal system first-hand.

Problems facing the female inmate upon her release from prison are in the reunification of her family, finding adequate

and appropriate living accommodations and services, and in getting a job so that she will be able to support herself and her family.

The Female Inmate Transition Program is seen as a way of stopping the "revolving door" of some females through our system. Services provided in the community will be aimed at better preparing females to return to their families and the community where they will be living and working, and learning life skills that can reduce their risk at again going through that unenviable "revolving door."

The Female Inmate Transitional Program is an investment in the future – the female inmate and her children.

## Continuing The Journey

By Gaylene Massey, Program Coordinator  
ND Youth Correctional Center

The North Dakota Youth Correctional Center's (YCC) middle school and high school is a Transitions School accredited by the North Central Association Commission on Accreditation and School Improvement (NCA/CASI). A Transitions School is considered an exemplary school that meets and/or exceeds the highest standards established by NCA/CASI.

The school staff at YCC is beginning the process of maintaining the schools' exemplary status with the development of a new school improvement plan to be achieved over the next five years. Reviewing the mission of the school, evaluating capacities, and establishing new data driven student performance goals develop the school improvement plan. A journey that never ends, school improvement is a continuous process, and is driven by an

ambitious school staff that understands the importance of constantly building on its strengths while recognizing that there will always be areas in need of improvement.

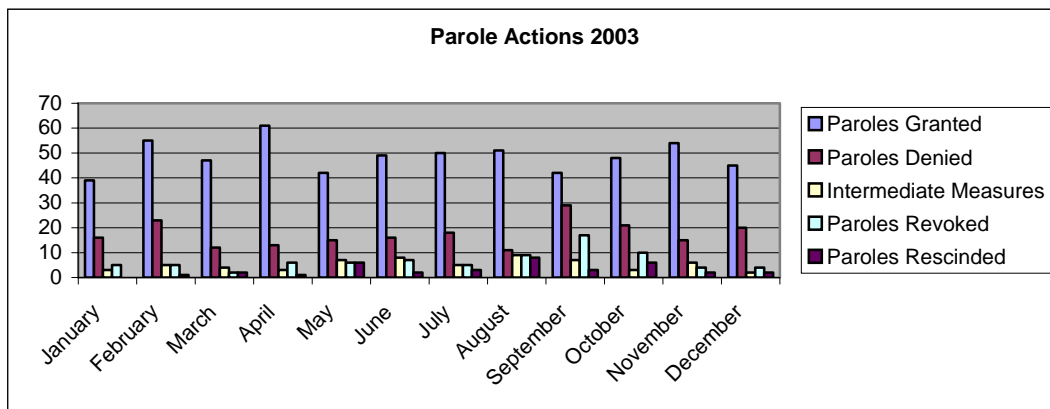
A committee of teachers is developing a school profile. The profile is a synoptic view of demographics relating to the student population and the school climate. This profile includes rationale for Student Performance Goal selection. Teacher observations and test scores consistently indicate that students are lacking ability in writing skills and reading comprehension. Improving writing skills and improving reading comprehension are the Student Performance Goals that have been identified for the next five-year improvement cycle.

Every teacher is involved in the improvement process and serves on goal committees. Members of the Reading Committee chaired by Blair Cussons are: Mary Baird, Tania

Gerving, Ron Heid, Charlene Jones, Ann Keller, and Daphne Steele. Members of the Writing Skills Committee, chaired by Cindy Dykema are: Andy Anderson, Becky Donovan, Lori Fleck, Jerry Kunrath, Lenore Kuntz, and Greg Soules. Members of the School Profile Committee chaired by Jodi Hintz are Keven Barstad, Bill Fleck, Tom Hornbacher, Mark Klein, Gaylene Massey, and Judy Ringgenberg. The chairs of each of those committees serve on the Steering Committee that is chaired by Gaylene Massey. Dr. Bernie Rodel, Administrator and YCC Principal, also serves on the Steering Committee.

While the improvement process can be a demanding undertaking, the school staff at YCC can be proud to be teachers in one of only 44 schools across NCA/CASI's 19 state region that received Transitions recognition in 2003. YCC is the first North Dakota school to attain a Transitions Endorsement.

## North Dakota Parole Board 2003 Year End Summary



By Pat Bohn, IOSP Supervisor  
ND Field Services Division

The North Dakota Parole Board has taken an unprecedented role in enhancing the safety of North Dakota in 2003 by becoming a major force in the management of the prison population as it transitions to the community. The management of the prison population and public and victim safety is a delicate and often precarious balancing act. The parole board granted a gross total of 111,817 parole days in 2003 with an estimated net total parole days of 94,000.

There were three major occurrences that contributed to the changes seen in 2003. One of the most significant changes is the incorporation of four new members into the six-member board and how those members of the board bring different knowledge and philosophies that strengthen and balance the entire process. The four new members that began their board memberships this last year are John Olson, who also serves as chairperson, Bill Gipp, Craig Smith, and Beverly Adams. They joined veterans of the board, Budd Warren and Dick Davison and together with their leadership, foresight, and teamwork have bolstered the paroling system in North Dakota.

Secondly, the board and the Department of Corrections have embraced a "What Works"

philosophy that is founded in empirical research and is the guiding light for the decision making process behind paroling and the management of offenders as they prepare for release from prison and are then managed in the community. The philosophical shift and evidence-based decision making yielded a higher percentage of paroles, 73% of those individuals being reviewed by the board, while seeing the revocation rate, 16.2%, remain relatively unchanged. Ultimately, this shift has a positive impact on North Dakota by enhancing the social and economic health and vitality of its communities through a sound paroling process.

Third is the work that has been done by bringing in a national consultant that reviewed the North Dakota paroling process and provided a forum for the board and the Department of Corrections to evaluate themselves and to develop strategies to enhance the process. In addition, for future change the North Dakota Department of Corrections and Rehabilitation was awarded one of only a handful of grants through the Transition From Prison to Community Initiative.

In addition to the paroling rate increase, the board extended the average length of paroles from approximately 90 days to 192 days. This is significant in that research shows that

lengthier periods of supervision provide an opportunity for field services to manage offenders in the community and the longer the offender remains in the community the more likely the offender is to not return to prison. This results in a significant savings to the state. The net increase in parole of 102 days saves the state approximately \$5,300 per parole.

Parole and probation violators continue to impact the prison population. There were 80 parolees that had their parole revoked in 2003. When comparing North Dakota's revocation rate to other states, North Dakota is one of the top five states with the lowest revocation rate. Nationally, the revocation rate is approximately 55% and some states revoke 75% - 85% of all paroles. Through an analysis of the parolees revoked in 2003, the division hopes to gain further insight into the violator profile.

The board rescinded 36 paroles in 2003. The rescinding of parole means a parole previously granted is taken away. Rescinding usually occurs when inmates commit a serious institutional rule violation or fail to complete a prerequisite to parole such as treatment.

The following chart provides a visual analysis of parole board actions taken in year 2003.

### A Message from the Editor

The *DOCRC Quarterly Connection Newsletter* is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department.

All employees are encouraged to submit articles, letters, comments, and ideas for future issues of the *DOCRC Quarterly Connection*, to be considered in the next publication.

The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please email articles to:

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### Upcoming State Holidays...

#### FEBRUARY 2004

Presidents' Day ..... 16

#### MARCH 2004

None

#### APRIL 2004

Good Friday ..... 9  
Administrative Professionals Day ..... 21

### Pardon Advisory Board Dates for 2004

April 6

November 9

### Parole Board Meeting Dates for 2004

January 5  
February 2  
March 8  
April 5  
May 3  
June 7

July 12  
August 9  
September 13  
October 11  
November 8  
December 6

### Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Member	Location
John Olson, <i>Chairman</i>	Bismarck
Dick Davison	Bismarck
William Gipp	Bismarck
Craig Smith	Bismarck
Budd Warren	Fargo
Beverly Adams	Fargo



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#### JRCC

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### Field Services Division

#### Central Office & Community

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## Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential assessment/counseling/referral service staffed by trained professionals who can help you and your family members evaluate your problems and take positive action to resolve them.

St. Alexius/Heartview have clinical staff available to provide assessment, referral, and short-term counseling. Access to EAP can be obtained 24 hours a day, 7 days a week by calling:

**St. Alexius Medical Center/Heartview**  
Employee Assistance Program  
**530-7195 (or) 1-800-327-7195**

Please feel free to call for help and/or advice at any time. When calling after working hours, please ask for the EAP staff member on call.

## New Insurance Options \*\* to Be Offered \*\*

The Director's employee committee identified the lack of insurance option(s) as a significant issue for the DOC&R. The department is responding to this matter and is pleased to announce that Lauritsen and Associates will be offering our employees several insurance programs. The programs offered are as follows:

- Long Term Care
- Term Life insurance
- Cancer insurance
- Universal Life insurance
- Deferred Compensation packages

Additional information concerning the noted options will be made available to all employees very soon!

## Cass County Re-Entry Program

By Robyn Schmalenberger, Parole Officer  
DOCR Field Services Division

Each day in the United States approximately 1,600 individuals are released from state and federal prisons to return to their communities. Many have not completed high school, have minimal job skills and have substance abuse and mental health issues. Most do not have a support network established in the community. Nationally two-thirds of released prisoners are rearrested within three years of their release.

The U.S. Department of Justice initiated a program to help address these reintegration issues. The North Dakota Field Services Division received funding through the Serious and Violent Offender Initiative to establish a Re-entry Program. The program is currently operating in Cass County. Participants must be from the Cass County area and plan on returning to Cass County upon their release from incarceration. Public safety and reducing recidivism are outcomes in the Re-entry process. Also the key is social reintegration that includes community and faith-based organizations, family and friends. The program dedicates local, regional and state

resources to best manage and serve youthful (ages 18-35) offenders with serious crimes in the interest of public safety. Potential candidates are identified shortly after they arrive at the Penitentiary and interviewed prior to their parole board appearance. Candidates must have a clear conduct record and exhibit risk reduction while incarcerated by participating in programming such as chemical dependency treatment, cognitive restructuring, job assignments, and education.

The Re-entry team meets monthly in Fargo to review potential candidates and progress reports on current participants. The team consists of representatives from the Department of Corrections, Centre Inc. - Fargo, ND Job Service - Fargo, the Fargo Police Department, the Mental Health Association, Southeast Human Service Center, and the Fargo Adult Learning Center. The team determines if each case is appropriate for Re-entry and also makes recommendations as to programming and/or services that should be provided in the community. If a candidate is appropriate they may be paroled to the Re-entry

Program. Most Re-entry participants receive transitional housing at Centre Inc. before moving to their residences. Appointments with the Re-entry parole officer and treatment/service agencies are scheduled before the individual is released. Participants must participate in any programming recommended by the Re-entry team. Participants remain in the Re-entry Program until the expiration of their parole.

There have been twenty-nine participants in the program, twenty-five males and four females. The program is currently focusing on establishing more social control and support in the community. This is achieved by community involvement. The team is working on establishing a faith-based mentoring program in the Cass County area for the Re-entry participants. This allows participants to make pro-social contacts and receive support to become a more productive member of the community. With the support of the communities in Cass County, the program will continue to coordinate and enhance services available to individuals that are being released from incarceration.

## Automotive Industry Planning Council Award -MRCC

By Bill Cossette, Auto Technology Instructor  
DOCR Prisons Division

The Missouri River Correctional Center (MRCC) Automotive Technology program received the 2003 Automotive Industry Planning Council Award for Excellence (state level) on December 11, 2003, during the Association for Career and

Technical Education (ACTE) Conference in Orlando, Florida. This is the 8th time the program has received this award.

The automotive technology program is certified by the National Institute for Automotive Service Excellence (ASE) in Automotive Electrical/

Electronic Systems, Brakes, Engine Repair, and Air Conditioning and meets standards set by education and industry. The MRCC Automotive Technology program is offered through the North Dakota Department of Corrections and Rehabilitation and Bismarck State College.

## DJS Community Annual Secretarial Meeting

By Marcella Walker, Administrative Assistant  
DOCR Juvenile Services Division / Community

The Division of Juvenile Services (DJS) held their Annual Secretarial Meeting on

November 4-5, 2003, at the North Dakota Youth Correctional Center. Training was completed in Tag, Compas, Risk Management, and Sexual

Harassment in the Workplace. Ken Sorenson, Assistant Attorney General, also spoke to the group regarding HIPAA Guidelines, etc.

## Christmas by 7th Grade Student

By Cindy Dykema, Educational Teacher  
ND Youth Correctional Center

**Huge, rosy Santa  
Came closely  
Several rooftops,  
Square Chimney  
Anxiously, kids waited**

The above is a sample of non-rhyming poetry that was a Project Success writing assignment in December. As part of North Central Accreditation process teachers at YCC are focusing on improving students' writing skills. Teachers are in the process of being trained using the Project Success Enrichment

(PSE) writing method. The first training session was held December 3, 2003. The trainers, Michelle Svihovec and Roni Gilchrist, are veteran teachers that have both used PSE in their classrooms for many years while working in the Bismarck Public School.

The PSE method of teaching is researched based and requires students to use higher-level thinking, management, and social skills. PSE employs the philosophy that reading, writing and artistic expression are the basis of all learning. It teaches to the whole student, using a

hands-on, integrated flexible approach that completely immerses students in learning. It makes connections with other subject areas so that students learn information, apply it and think about it. In PSE, the emphasis is placed on the concept that all knowledge is interconnected.

In the meantime, teachers at YCC are encouraged to practice using the PSE method in their classrooms in anticipation of March 3, when the second installment of the PSE training takes place.

## Field Services Employee of the Year 2003

Mark Kemmet was named 2003 Employee of the Year at the ND Department of Corrections, Division of Field Services, annual banquet held in Bismarck on December 3. A Napoleon native, Mr. Kemmet is a University of Mary graduate

and has been employed with the Department of Corrections since 1994. Mr. Kemmet has been a Parole/Probation Officer since 1997 and resides in Bismarck with his wife, Lisa, and their two children.

## Mark Kemmet



## State Penitentiary Employee of the Year 2003

CCW Dan Ebach has been employed at the North Dakota State Penitentiary since November 1, 1994. He has worked many positions within the institution, and in April 2001, was promoted to Correctional Caseworker. In January 2003, Lieutenant Darrell Theurer went on military leave, leaving a significant void on the 1-9 shift. During the

eight months as Acting Lieutenant, there were many positive comments made from other supervisors, subordinates, and co-workers regarding his excellent job performance while filling in the 1-9 Lieutenant's position. He demonstrated outstanding leadership and showed his dedication to the North Dakota State Penitentiary.

## Dan Ebach



## JRCC Employee of the Year 2003

CCW Ben Kennelly was selected Employee of the Year 2003 for the James River Correctional Center. Ben is an active participant with the SORT team. He was selected to fill in for the shift Captain for a period of seven days and had challenges presented to him everyday of

that seven-day period. Ben was able to handle these conflicts/challenges by using the problem solving techniques that he has developed in conjunction with following policy and procedures. CCW Kennelly has been employed by the JRCC for over three years. It is

obvious that Ben takes his job and position at JRCC seriously and really enjoys it. The staff at JRCC feel that Ben was an excellent choice for Employee of the Year due to his motivation and his accomplishments while at JRCC.

## Ben Kennelly



## DOCR PERSONNEL NEWS

### New to DOCR

DJS, Community Services  
Temp Office Assistant.....Amanda Rude

Field Services Division  
Parole/Probation Officer II.....Robert Parsons  
Temp Admin Assistant II.....Deb Mengel

Prisons Division  
JRCC  
Licensed Practical Nurse II.....George Abdinour  
NDSP  
Registered Nurse II.....Ginny Althoff

### Position Changes/Promotions

DJS, Youth Correctional Center  
Temp to Juvenile Institutional Residence Specialist I  
Mindi McKechnie.....Kylan Sayler

Field Services Division  
Corr. Case Worker to Human Service Program Admin II  
.....Dan Everson  
CCA I to CCA II.....Trish Morrell  
CCA to Human Service Program Admin II  
.....Rebecca Whitney

Prisons Division  
JRCC  
CO I to CO II.....Patrick Simon  
Roger Tanaka.....Jody Buechler  
Brent Stein.....Melissa Soulis  
Temp CO to Correctional Trainee.....Amanda Roecker

NDSP  
Corrections Trainee to CO II.....John Doll  
Darin Stewart.....Corey Wald  
Temp CO to CO I.....Marie Voegelé  
Jason Brazell.....Joy Landeis  
CO I to CO II.....Ryan Jennens  
.....Craig Salhus  
Dean Twardoski  
CO II to Correctional Caseworker.....Kate Halvorson  
Chris Jangula.....Dennis Budeau  
CCW to CO II.....William Schaeffer  
CCW to Corr. Case Manager.....Robert Cartledge  
Corr. Case Manager to Unit Manager.....Robert Heier  
Maintenance Supervisor I to II.....Bruce Meyers  
Temp Acct Tech to Acct Tech II.....Cecelia Pederson  
Licensed Practical Nurse I to II.....Karen Boelter  
.....Colleen Jones  
Addiction Counselor II to III.....Glory White

### Retirements

DJS, Community Services  
Juvenile Corrections Specialist.....Tim Miller

Prisons Division  
NDSP  
Education Director.....Ingrid Omlid

### Left Employment with DOCR

DJS, Youth Correctional Center  
Instructor.....Terry Braun

Prisons Division  
JRCC  
Office Assistant II.....Daine McIntyre  
Correctional Officer II.....Keaton Penaz  
NDSP  
Social Worker II.....Rebecca Hintz  
Account Technician II.....Bonita Siewert  
Correctional Officer II.....Ed Miller  
Jimmy Lang.....Anthony Edland

## 2003 DOCR SERVICE AWARDS

### FIVE YEARS

#### ND YCC

Bill Froelich ..... Ron Heid  
Jesse Scalzo ..... Tony Soupir  
**Field Services Division** ..... Kara Carr  
Carrie Iverson ..... Christi Jennings  
Dan Seymour ..... Amy Voracheck  
**State Penitentiary** ..... Charity Bauer  
Daniel Buer ..... Joseph Charvat  
Lana Eisenbeis ..... Belinda Garey  
Gerald Haid ..... Daniel Johnson  
Michael Jung ..... James Linnell  
Duane Olheiser ..... William Schaeffer  
Tamera Schroeder ..... Marc Schwehr  
John Welsch ..... Julie Weslich  
Glory White ..... Melissa Vranicar

#### Rough Rider Industries

Dale Fettig ..... Delvin Triebwasser  
Karen Hultberg ..... Gary Huber  
**JRCC** Steven Renner

#### JRCC

Patrick Altringer ..... Kevin Arthaud  
Gene Bardell ..... Richard Barman  
Stewart Baumgartner ..... Jerry Bohnsack  
Nancy Buraw ..... German Cancio  
Lance Ebel ..... Curtis Fischer  
Todd Goter ..... Justin Harvala  
Robert Holzworth ..... Shirley Huck  
Darin Hust ..... Julie Jensen  
Virginia Kleven ..... Peggy Koch  
Jason Komrosky ..... Jeffrey Krenz  
James Larson ..... Brett Lloyd  
Susan Lloyd ..... Daniel Lupo  
Melissa Manstrom ..... Gerald Maragos  
Susan Nordlum ..... Bonnie Nygaard  
Jodi Orner ..... Chad Pringle  
Brenda Ross ..... Clyde St. Claire  
Vickie Steckler ..... James Taylor

### TEN YEARS

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**ND YCC**

Bev Aichele ..... Kent Bullinger  
Ron Crouse ..... Kevin Pierce  
**Field Services Division** ..... Rhonda Day  
Robyn Schmalenberger ..... RaeAnn Volk  
**State Penitentiary**

Toddy Bailey ..... Michael Braun  
Daniel Gleich ..... Gary Goroski  
Marlene Hellebust ..... Joseph Jangula  
Lana Kuntz ..... Mary Jane Uhlman

### FIFTEEN YEARS

**DOCR Central Office** ..... Patrick Foley  
**DJS Community** ..... Kermit Harr  
**ND YCC** ..... Don Bucmann  
Eddie Collins ..... Blair Cussons  
Pam Helbling ..... Tom Hornbacher  
**Field Services Division** ..... Sylvia Larson  
**State Penitentiary**

Tammy Barstad ..... Augrey Bjelland  
Les Everitt ..... David Heidt  
Mary Jaskowiak ..... Brett Mertz  
Edward Miller ..... Steven Paul

#### Rough Rider Industries

Gerald Goldsack ..... Linda Trolliey  
**JRCC** Daryl Zeller

**JRCC** ..... Carlos Bakken  
Anna Johnson ..... Denise Krenz

### TWENTY YEARS

**State Penitentiary** ..... Patrick Branson  
Robert Cartledge ..... Michael Huck  
Curtis Nicklos ..... Douglas Zimmerman

#### Rough Rider Industries

Tim Adulf ..... Lyle Wolfer  
**JRCC** ..... Bruce Meyers

### TWENTY FIVE YEARS

**DOCR Central Office** ..... Linda Houfek  
**ND YCC**

Jan Hayer ..... Dave Helfrich  
Gaylene Massey ..... Buck Nelson

#### State Penitentiary

Richard Frohlich ..... Raymond Kaul  
Larry Parkos ..... Mirna Stromme  
**JRCC** ..... Ray Carr

### THIRTY YEARS

**DJS Community** ..... Sally Walker  
**Field Services** ..... Charles Placek

### THIRTY FIVE YEARS

**State Penitentiary** ..... Robert Turner

## 2003 DOCR EMPLOYEES OF THE YEAR

**DJS Community** ..... Not Available

**Field Services** ..... Mark Kemmet

**Field Services Division District of the Year** ..... Bismarck/Mandan District

**State Penitentiary** ..... Dan Ebach

**JRCC** ..... Ben Kennelly

## A Special Thanks to DOCR Staff

During this reporting period the DOCR is recognizing the following staff for their exceptional work.

They have performed much beyond what their job duties would require of them.

- Over the past year **RENELL BLOCK and JEANNINE VEITZ** devoted countless hours as DOCR Payroll Subject Matter Experts for Connect ND. They provided input into the process for converting the legacy payroll system to the new Peoplesoft HR/Payroll system. While doing their current jobs, they participated in work groups providing input into the conversion, worked nights/weekends to assist in the final state conversion process, instructed other agency payroll staff in the new process and implemented the new HR/Payroll system within the DOCR. Renell is also an SME for Time Entry Recruitment and Benefits Administration Modules, which will be added to the new system at a later date. They have been very instrumental in making the payroll conversion a success both at the State and the DOCR level.

- PAUL RITTENBACH** was selected as the Rough Rider Industries (RRI) Employee of the Quarter. Paul works very hard for us and has done an excellent job coordinating the high volume of sales activity over the past six months. This was not an easy task given the lack of warehouse space. Paul was very happy to receive the award.

- BECKY PERGOSTSKY** at RRI in Jamestown has done an outstanding job covering for Bernie during his absence. She has taken on a lot of extra work and is very good at seeing that deadlines are met.

- MARLENE HELEBUST** offered some very inexpensive, low-tech security improvements for the front lobby. It's nice to have Marlene working in this position, as she is extremely dedicated and always addresses issues rather than letting them slide.

- STEVE RENNER** did a fantastic job this year supervising the Christmas Playpen Project. Steve had the Santa's helpers repairing bikes, and still was able to keep up with his other assigned duties.

- Quick response by Correctional Officer **DOUG ZIMMERMAN** prevented a successful inmate suicide on 11/25/2003. Officer Zimmerman discovered the inmate attempting suicide while on rounds in the infirmary. He assisted the inmate while calling for another officer to help him. His quick action saved the inmate's life.

- On October 11, 2003, while off duty and on his way to hunt geese, **DALE PRICE**, General Trades Maintenance Worker for JRCC, noticed a light coming from the ditch on the side of the road. Dale stopped his vehicle and found an SUV that had gone off the road and rolled in the ditch. Dale found a seriously injured motorist, who was

trapped in the vehicle. Dale contacted an ambulance, provided aid and assisted the EMS staff in removing the victim from the vehicle. His actions saved the life of the victim.

- On November 4, 2003, COLL **PATRICK HART** was on his way home from work and came upon an accident involving two semi trucks along I-94. Hart stopped to assist and discovered one of the accident victims pinned under the trailer of one of the semi trucks. Shortly after Officer Hart discovered this individual, the victim lost consciousness and stopped breathing. Hart began to perform CPR and continued to do so for approximately five to ten minutes until Medical/Rescue personnel arrived on the scene. At one point while Hart was performing CPR the victim began to breath on his own but lost consciousness again. After Officer Hart was relieved from performing CPR, he remained at the accident scene and assisted other law enforcement personnel. Although the victim later died of his injuries, the actions of Officer Hart are a testament to his dedication to his profession and his compassion for human life.

- We would like to recognize **DENISE SENGGER**, Administrative Staff Officer II at the Penitentiary, for organizing a number of events for staff and their families during the past few months. Denise planned the employee picnic this summer, chaired the planning of the

(Continued on next Page)



## JRCC EMPLOYEE OF THE MONTH

### October 2003

#### Victoria Rangel, CO II

Victoria Rangel was selected as employee of the month for October for the James River Correctional Center. COII Rangel has an excellent relationship with the inmates. She maintains consistency in the running of the housing unit where she is assigned and uses good judgment. Victoria volunteers to cover other shifts when needed and has an outstanding attendance record. COII Rangel was chosen for employee of the month due to her reliability, motivation, and her contributions to JRCC.

### November 2003

#### Dale Price, Maint. Worker

Dale Price, General Trades Maintenance Worker, was selected as employee of the month for November for the James River Correctional Center. Dale coordinates the completion of all maintenance kites and is in charge of the vehicles for JRCC. On October 11, while off duty and on his way to hunt geese, Dale assisted a seriously injured motorist who was trapped in his vehicle. Dale was selected as employee of the month because of his motivation, abilities, and willingness to help coworkers and other people in need.

### December 2003

#### Tyler Falk, Corr. Caseworker

Tyler Falk, Correctional Caseworker, was selected as employee of the month for December for the James River Correctional Center. Tyler has been a SORT team member for over three years. He orders and inventories all the SORT equipment. CCW Falk is involved in staff training in the areas of CPR, forced cell moves, and transportation and restraints. He has been able to take charge in all situations due to his decisiveness and organizational skills. Tyler was selected for this award due to the vast amount of work and time he has dedicated to the JRCC this past year.

## Special Thanks to DOCR Staff

(Continued)

employee Christmas party and also organized a staff Children's Christmas party. Thank you for the many hours you spent organizing these events. Fun was had by all attendees!

- In July of 2003 I asked the Bismarck/Mandan District to initiate a Virtual Office Pilot Program. Stated goals were to move officers out of traditional office settings and into the field and to save the Division money by closing satellite offices and the District Office in Bismarck. The Division feels it is important to put emphasis on offender contact in the community where officers can get a better picture of what is going on in offender's lives. Once the office closings were completed officers began working entirely out of their cars. They were all issued lap top computers to assist with case management duties.

The Virtual Office Pilot Program ran through December of 2003 at which time meetings were held to gather information from staff on the effectiveness of the Virtual Office Concept. The information was assessed and the Program will undergo some changes to make it more efficient in its operation.

The officers, CCA's and administrative staff in the Bismarck/Mandan District gave their very best effort in operating this pilot program. The pilot program had an effect on nearly all aspects of field operations. They gave an honest and forthright assessment of the program and offered constructive suggestions on how to improve our field operations. For their dedicated service in piloting the virtual office concept the Bismarck/Mandan District was awarded the Division of Field Services District of the Year Award at our annual awards banquet

held at the Bismarck Doublewood Inn on December 3. Congratulations to the Bismarck/Mandan District for a job well done!

- TIMOTHY MILLER has retired after 30 years of service to the former State Youth Authority and the Division of Juvenile Services. Tim worked his entire career with delinquent and unruly youth and their families in the Grand Forks region. We wish Tim bon voyage and would like to say thank you to him for his dedicated service with the Department of Corrections, Division of Juvenile Services.
- RON CROUSE, Director of Resident Care, and ROSS MUNNS, Director of Treatment Services, have worked hard and committed to Performance Based Standards. (PbS). They have lead the effort of incorporating PbS standards into the North Dakota Youth Correctional Centers operation as we focus on the quality of care and constantly address our improvement plan. I commend Ron and Ross for their tireless effort in always looking toward the future.
- JULIE KOTH-GRABAR, Account Technician at YCC, has taken on the additional payroll responsibilities associated with PeopleSoft. Julie has done a lot of preparatory work gearing up for the changes and has demonstrated a truly professional demeanor along the way. I commend Julie for the way she has handled the changes. Others may not see how her job has changed and that is a tribute to her seamless ability to adapt to change and produce a quality end product.

## NDSP EMPLOYEE OF THE MONTH

### October 2003

#### Steve Foster, Case Manager

Steve Foster was promoted to Case Manager in the Administrative Segregation Unit in early 2003. Since Steve implemented new security measures in the Unit, there have been no assaults or attempted assaults on staff (compared to eight assaults or attempted assaults the previous year). Steve also works very effectively with the challenging, difficult, and often times dangerous inmates housed in this Unit.

### November 2003

#### Dave Vaughn, Chaplin

Chaplain Dave Vaughn was chosen as the November 2003 Employee of the Month for his professionalism, work ethic and compassion for others. Chaplain Vaughn devotes many hours preparing for programs and events for inmates and then follows through to assure their success. He also lends a compassionate ear to both staff and inmates whenever needed.

### December 2003

#### Doug Zimmermann, CO II

Officer Zimmermann is an excellent officer who has 20 years of security experience at the NDSP. Through his quick actions he recently was instrumental in interrupting a suicide attempt by an inmate. He made sure that the inmate was breathing and responsive until the ambulance arrived to transport the inmate to the hospital.

**North Dakota Department of  
Corrections and Rehabilitation**

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**WE'RE ON THE WEB!**  
**WWW.STATE.ND.US/DOCR/**

***DOCR MISSION STATEMENT***

*Our Mission Is...*

*To protect the public while  
providing a safe and humane environment  
for both adults and juveniles placed in the  
Department's care and custody. The  
Department will carry out the judgments  
of the North Dakota courts to both  
incarcerate inmates for the protection of  
society and to provide rehabilitative  
programs in an effort to successfully  
reintegrate offenders back into society.*

**Prisons Division Inmate Population Information**

Population as of December 31, 2003: 1,261

(524 NDSP, 353 JRCC, 134 MRCC, 61 at TRCC, 51 at BTC, 4 on CPP & TP, 44 in Jails, 65 at DWCRC, 20 on Interstate Compact, & 5 on Temporary Leave)

Offense	Inmate Count	Average Sentence
Violent Offenders (Excluding Sexual)	364	116 Months
Sex Offenders	182	127 Months
Drug Offenders & Alcohol	399	60 Months
Property, Status and Other	316	42 Months

Sentenced for Delivery/Manufacture/Intent: 205

Sentenced for Simple Possession of Drugs  
or Paraphernalia: 153

Sentenced for Alcohol Related Offenses: 41

**Minimum Mandatory Sentenced Inmate Breakout (as of December 31, 2003)**

Offense	Inmate Count	Average Sentence
DUI/APC	37	29 Months
Driving Under Suspension	4	12 Months
Drug Offenses (not alcohol)	53	111 Months
Reckless Endangerment	4	51 Months
Aggravated Assault	5	65 Months
Burglary with Weapon	1	96 Months
Felonious Restraint	1	60 Months
Sex Offense	5	252 Months
Terrorizing	3	46 Months
Robbery	19	95 Months
Negligent Homicide	2	60 Months
Manslaughter	3	152 Months
Murder	4	180 Months (36 Life Sentences for Murder)

**TOTAL Mandatory Sentenced Inmates**

**141**

NOTE: 11.2% of the inmate population on December 31, 2003,  
had a minimum mandatory sentence.

**85% Truth-in-Sentencing (TIS)**

**155**

**155 Months (Life Sentences not included)**